

Equal Opportunities Service USI

Gender and Academic Careers

Shadowing Grant for USI
junior and senior
women* researchers

Call 2024

1. Award

The Università della Svizzera italiana, through the Equal Opportunities Service, on the basis of the funds available, opens a call for n.1 Shadowing Grant to women* doctoral students and Post-Doc researchers enrolled in the USI Mentoring Programme “Gender and Academic Careers”. The programme is open to women and individuals minoritised on the basis of their gender identity. The grantee will spend a month in a university or research institution outside of Switzerland. During the Shadowing period, the person will be relieved from the work activities usually conducted at USI. This way, the person will be able to focus on developing their own research, thus increasing her competitiveness in the academic job market. The grantee’s institute of primary affiliation is responsible for possible internal replacement, whereas the Equal Opportunities Service covers the grantee’s regular salary during the Shadowing period.

2. Eligibility criteria

To be eligible for the Shadowing grant it is necessary that the applicant:

- Has a work contract with USI;
- Is enrolled in the Academic Mentoring Programme;
- Has obtained the supervisor/line manager’s approval;
- Engages, during the Shadowing period, in activities that benefit their own research work and/or competitiveness on the academic job market;
- Demonstrates that the host institution has given formal consensus to the visiting period;
- Carries out the Shadowing month by the **31st December 2024**. Please note that for motivated reasons, such as caring duties, the Shadowing month can be split into non-consecutive weeks.
- Submits, at the end of the Shadowing month, a report of the activities carried out during the visiting period.

3. Required documentation

The application must include:

- The Shadowing application form duly completed (available for download at www.usi.ch/en/university/info/equality/career-development)
- A letter, signed by the supervisor/line manager, that details the specific objectives pursued by the Shadowing applicant, and the possibility to replace the candidate during the month of absence, if necessary;
- An invitation/confirmation letter signed by the relevant person at the host institution.

4. Selection process

Applications are examined by representatives of the Equal Opportunities Service, the Delegation for Equal Opportunities and the Human Resources Unit, who award the Shadowing Grant on the basis of the following criteria:

- Clarity and accuracy of the research pathway planned for the Shadowing month;
- Status and progress of the applicant’s research;
- Potential impact of the Shadowing period on the applicant’s research/career.

In case of equally deserving applications, priority will be given to the candidate who:

- Has been enrolled in the Mentoring programme for a longer period of time;
- Carries out research in a field characterized by unbalanced gender representation;
- Deals with issues of equality and diversity in their research work.

5. Submission

The call for applications opens on **Thursday 14 December 2023** and closes on **Monday 22 January 2024**. Applications must be sent, in digital form, to: equality@usi.ch

For more information:

Equal Opportunities Service
Università della Svizzera italiana
Via Buffi 13 (Office 202)
6900 Lugano, Svizzera
equality@usi.ch

